

Interview for Supervisor of Surveyors

Name _____

Position _____

How long in this position?

Prior Work Experience?

Please describe your position and work duties?

What type of training did you receive for your current position?

How long was the training

Is your training ongoing?

Do you feel the training adequately prepared you for your current position & if yes how so (find out training related to Ftags and interpretive guidelines). If no – what further needs do you have?

Can you give me three reasons (or more) why did you choose to work in this position?

Are you satisfied with your current work and position – if yes how so? If no – what would improve your satisfaction?

Do you do the hiring? If yes – what is the hiring criteria?

How do you market for new employees?

What are hiring incentives?

In what ways do you recognize the work of those you supervise?

In what ways do you provide mentoring and training for those you supervise?

Do you have regular meetings – other types of reporting, etc? What?

In what ways does your supervisor recognize your work?

In what ways does your supervisor provide mentoring and training?

Do you know where Idaho ranks with other states related to the number of deficiencies cited on a survey? No _____ Yes ____ Where _____

Do you know where Idaho ranks with other states related to the number of resurvey visits? No ____ Yes ____ Where _____

Do you know the results of the December 2015 Employee Satisfaction Survey? No ___ Yes ___

Are you satisfied with the results? Yes ___ No ___ Where do you feel there could be improvements?

What specific results are you satisfied with or proud of?

How would you rate staff retention on a scale of 1-5 with 1 being the lowest ranking and 5 being the best? 1 ___ 2 ___ 3 ___ 4 ___ 5 ___

Can you provide me with your rationale or other information for this rating?

Please take a look at the following metrics (Idaho Citations Overall and Idaho G Citations as compared to nation and other States), I am interested in your thoughts.

Please summarize for me how appendix P – the survey tasks – are operationalized in Idaho. Average time?

Please summarize for me how revisits and survey tasks related to revisits are operationalized in Idaho. Average time?

Do you think an increasing amount of citations are evidence of a surveyor's ability? Yes ___ No ___ How so?

Why do you think Idaho ranks so high in revisits?

In spite of all the metrics we discussed today, do you feel the citizens of Idaho are being well cared for in the facilities you have visited? Yes ___ No ___ Your rationale?

What improvements can be made in care and services if any? None ___ Improvements:

Do you personally feel you are appreciated and cared for as an employee of this organization? Yes ___ No ___ What improvements can be made

Describe the employee grievance process

Have you had a grievance? No ___ Yes ___ Was it handled to your satisfaction? Yes ___ No ___ Do you care to elaborate?

Do you have any questions of me?

Additional Info (involvement in QA, Human Resources):